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#### Contract Database Metadata Elements

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**AGREEMENT B E T W E E N  
THOUSAND ISLANDS CENTRAL SCHOOL  
DISTRICT  
AND  
THOUSAND ISLANDS EDUCATION ASSOCIATION**

**July 1, 2011 – June 30, 2016**



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**AGREEMENT  
BETWEEN  
THOUSAND ISLANDS CENTRAL SCHOOL DISTRICT  
AND  
THOUSAND ISLANDS EDUCATION ASSOCIATION**

The following items relating to the terms and working conditions of employment and grievance procedure have been agreed upon between the Thousand Islands Central School District and the Thousand Islands Education Association and shall be effective from July 1, 2011, through June 30, 2016.

The Thousand Islands Central School Board of Education recognizes the Thousand Islands Education Association as the representative organization of all professional and certified personnel, excluding administrators, and nurses.

**ARTICLE I  
CODE OF ETHICS**

The Board of Education and the Thousand Islands Education Association both subscribe to the joint code of ethics of the New York State School Boards Association and the New York State Teachers Association.

- A. The unit member and the School Board recognize that while the unit member participates in the formulation of school policy under the leadership of the school administrator, it is the duty of the administrator to recommend, and the prerogative of the board, to determine policy.
- B. The unit member and the School Board transact all official business through proper channels and hold inviolate all confidential information.
- C. The unit member and the School Board recognize their obligation to develop growing appreciation and understanding of the principles of democracy; they refrain from using the school to promote personal views on religion, race or partisan politics.
- D. The unit member and the School Board agree that due notice in fair time be given in all cases of appointment, resignation or termination of service.
- E. The unit member and the School Board avoid disparagement of fellow workers and predecessors.
- F. The unit member and the School Board are impartial in all relationships with the pupil.
- G. The unit member and the School Board encourage able and promising students to enter the teaching profession.
- H. The unit member receives from the administrator candid appraisal of his work and help with his problems; the school board requires such supervisor assistance.
- I. The unit member actively participates in the work of local, state and national professional educational associations; the school district in state and national school boards' associations.
- J. The unit member uses ethical procedures in securing positions and in maintaining salary schedules; the school board uses ethical procedures in filling positions and in maintaining salary schedules.
- K. The unit member accepts no compensation from firms commercially interested in the school; no member of the school board accepts compensation.

- L. The unit member assumes responsibility for the welfare of the pupil and shows sympathetic understanding of pupil problems; the school board provides conditions under which this can be accomplished.
- M. The unit member endeavors to maintain good mental and physical health and to maintain a wholesome attitude towards the pupil; the school board provides healthful teaching environment.
- N. The unit member develops through continued study, travel, participation in professional and community life, and through wholesome human relationships; the school board stimulates and encourages professional growth of the unit member.
- O. The unit member is proud of his profession; the school board is proud of its unit member.

## **ARTICLE II ASSOCIATION-SUPERINTENDENT COMMUNICATIONS**

To help maintain smooth working relations with Association members, the Association President and the Superintendent will arrange to meet by mutual consent.

## **ARTICLE III GRIEVANCE PROCEDURE**

### **A. Definitions**

- 1. "Grievance" is any alleged violation of this agreement or any dispute with respect to its meaning or application. The Grievance Procedure terminates as described in item D in the grievance procedure. (Arbitration for Grievance)
- 2. A "unit member" is any person in the unit covered by this agreement.
- 3. An "aggrieved party" is the unit member or groups of unit members, or the Association, who submits a grievance or on whose behalf the Association submits it.
- 4. "Days" shall mean calendar days, excluding Saturdays, Sundays, and holidays when the school business office is closed.

### **B. Submission of Grievance**

- 1. Grievance shall be deemed waived, unless it is submitted in writing within twenty (20) days after the aggrieved party knew or should have known of the events or conditions on which it is based.
- 2. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally and in so doing shall give notice that a "grievance" is being raised.
- 3. Each grievance shall be submitted in writing on a form contained in Appendix E, and shall identify the aggrieved party, the provisions of this agreement involved in the grievance, the time and the place the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions, and a general statement of the grievance and redress sought by the aggrieved party.
- 4. All grievance meetings and hearings will be conducted outside the normal school day.

### C. Grievance Procedure

#### 1. Informal

An aggrieved party shall discuss his/her grievance with the building principal in an effort to resolve the matter personally. If the issue is District-wide over which the principal would have no control, the aggrieved party shall discuss the grievance with the Superintendent.

If the grievance is not resolved informally within two (2) days, the grievance shall be reduced to writing and presented to the building principal or the Superintendent if it is a District-wide matter, within five (5) days.

#### 2. Superintendent

The Superintendent or his (her) designated representative, within five (5) days of receiving the grievance, may schedule a hearing with the aggrieved party with respect to this grievance. Such hearing may take place within seven (7) days of the Superintendent receiving the grievance. The Superintendent shall make his (her) written response to the aggrieved party within ten (10) days of the hearing if one is held. If no hearing is held, the Superintendent must respond within seven (7) days of receipt of the grievance.

#### 3. Board

If the aggrieved party is not satisfied with the decision of the Superintendent, an appeal may be filed in writing with the Board within five (5) days after receiving the Superintendent's decision.

The Board or a committee thereof may hold a hearing within ten (10) days of receipt of the written appeal, with the aggrieved party and his (her) representative.

Within ten (10) days after conclusion of the hearing, if one is held, the Board's written decision with reasons given shall be transmitted to the aggrieved party. The Board shall render a decision within ten (10) days of receipt of the grievance if no hearing is held.

### D. Arbitration for Grievance

1. In the event the Association is not satisfied with the response of the Board, it may, within fifteen (15) days after receiving that statement, refer the grievance to arbitration by requesting that the American Arbitration Association provide lists of arbitrators. A copy of such request shall be forwarded to the Superintendent. The parties agree to adhere to the rules of the American Arbitration Association.
2. The arbitrator shall render a decision within thirty (30) days from the date of the close of the hearing record. The arbitrator's decision will be in writing, and will set forth his (her) findings, reasonings and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decisions which require the commission of an act prohibited by law, or which is violative of the terms of this agreement. The decision of the arbitrator shall be binding. The arbitrator shall have no power to alter, add to, or detract from the provisions of the agreement.
3. The cost for the services of the arbitrator will be borne equally by the District and the Association.
4. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.



**ARTICLE IV  
ABSENCE PROVISIONS FOR UNIT MEMBERS**

**A. Sick Leave**

1. Fifteen (15) days per year shall be granted on a unit member's first day of employment in a new school year. No more than 215 days can be carried over to the next year, however, a bargaining unit member may start a school year with a total of 230 days.
2. a. Terminal Leave Pay: Upon retirement from the District after a minimum of ten (10) years' service in the District, each unit member shall be paid for unused accumulated sick leave, provided one hundred twenty (120) days of advance notice has been given in writing to the Superintendent as follows:

<u>Days</u>	<u>Buy Out</u>
1-100	\$10/day for the first 100 days
101-150	\$30/day for the next 50 days
151-200	\$50/day for the next 50 days
	Maximum buy out = \$5,000

Effective July 1, 2012, the buyout shall be \$30 per day up to a maximum of 215 days, for a total maximum buyout of \$6,450.

NOTE: The 120 day notification may be waived in cases of hardship, as determined by the Superintendent.

- b. Employer Non-Elective Contribution to 403(b) Plan:
  - i. Employer Non-Elective Contribution – Leave Conversion – The employer agrees to make an Employer Non-Elective Contribution to the 403(b) account of each covered employee entitled to a leave conversion under Article IV, Section 2a of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the accumulated leave provision under Article IV, Section 2a of the collective bargaining agreement, subject to the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code of 1986, as amended, for the year in which the employee severs employment.
  - ii. No Cash Option – No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-Elective Contribution(s) described herein.
  - iii. Contribution Limitations – In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-Elective Contributions made post-employment to former employees' 403(b) account, the contribution limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code.

In the event that the calculation of the Employer Non-Elective Contribution referenced in any of the preceding paragraphs exceed the applicable contribution limits, the employer shall first make an Employer Non-Elective Contribution up to the contribution limit of the Internal Revenue Code and then pay any excess amount as compensation directly to the employee. In no instance shall the employee have any rights to, including the ability to receive, any excess amount as compensation

unless and until the contribution limit of the Internal Revenue Code are fully met through payment of the Employer's Non-Elective Contribution.

- iv. 403(b) Accounts – Employer contributions shall be deposited into the 403(b) account selected by employee to receive said employer contributions, provided such account will accept employer non-elective contributions.
- v. Tier I Adjustments – Tier I members with membership dates prior to June 17, 1971, Employer Non-Elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
- vi. This shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.
- vii. This shall further be subject to the approval of the 403(b) Provider, which shall review this solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the Internal Revenue Code.
- viii. Both the employer and employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.

#### B. Personal Leave Definition

Three (3) days per year, non-cumulative, shall be granted as personal leave.

This leave may be used to conduct business transactions not possible after school hours, funerals not covered under sick leave policy, and extraordinary circumstances.

Three (3) days shall be granted automatically and no reason for absence other than the identification "personal leave" shall be required of the unit member as long as the Superintendent is notified of the unit member's intent to absent himself at forty-eight (48) hours prior to the time of said absence. At his discretion the Superintendent may waive said forty-eight (48) hour requirement.

Personal leave immediately before or after a holiday or vacation period shall be granted only for emergency situations, shall be requested in advance in writing to the Superintendent, and shall have the reason stated.

Unused personal leave days will accumulate to a unit member's sick leave accumulation.

#### C. Professional Leave

Unit members of the Association will be granted professional leave with pay to attend meetings of the New York State United Teachers. This leave will be granted to unit members who are NYSUT delegates, NYSUT alternates, and NYSUT committee chairmen. Unit members designated by the Association President shall be granted leave to attend to necessary business of the Association. Except in emergency situations, the Superintendent shall be notified a minimum of two weeks prior to the date of leave. Professional leave days may be used in units of full days or half days. Such leave days shall not exceed an aggregate total of 15 days in any school year.

D. The Superintendent agrees to hear requests for professional visitation leave days as needed on an individual basis and the granting of said requests shall be solely at the discretion of the Superintendent.

E. Sick Leave Bank

The sole purpose of the Sick Leave Bank is to provide additional sick leave to bank members who have exhausted their own sick leave and have suffered an unplanned or prolonged serious illness. The Sick Leave Bank will be administered according to the guidelines below.

1. All unit members in the bargaining unit are eligible for membership.
2. Application for membership must be made in writing by the 2nd payroll. Membership will be effective that school year. A new unit member may apply for membership within 30 days after commencing work.
3. An initial contribution of three (3) days and an annual contribution of one (1) day per year must be made from a member's accumulated sick leave in order to begin or retain membership in the bank.
4. When the total accumulation of days in the bank reaches 400 or more, no further annual contributions will be necessary to continue membership in the bank. When the bank falls below 400 days, annual contributions will begin again, the following school year.
5. Days contributed to the Sick Leave Bank are non-refundable.
6. Persons wishing to terminate membership in the Sick Leave Bank must notify the Sick Leave Bank Committee in writing. Termination of membership must be accomplished prior to July 1 of any given year.
7. Before a member can draw on the Sick Leave Bank all of his/her personal sick leave must have been exhausted.
8. The waiting period to be determined prior to the use of sick leave bank days is determined by two factors: (1) maximum number of accumulated sick days under the contract and (2) the number of accumulated sick days available to the unit member when the illness commenced.
  - a. The unit member must wait five (5) work days before using sick bank days if his/her sick leave days available at the time of the illness were 75 to 100% of the maximum number of accumulated sick days under the contract.
  - b. The unit member must wait ten (10) work days before using sick bank days if his/her sick leave days available at the time of the illness were 50 to 74% of the maximum number of accumulated sick days under the contract.
  - c. The unit member must wait fifteen (15) work days before using sick bank days if his/her sick leave days available at the time of the illness were 0 to 49% of the maximum number of accumulated sick days under the contract.
9. Benefits can be granted only for an unplanned or prolonged catastrophic illness. Ordinary, voluntary disabilities or elective surgery are excluded except in the case of extreme or prolonged complications.
10. Benefits received from the bank will not have to be repaid.

11. Maximum benefits for any one individual shall not exceed 60 days or 15% of the bank whichever is less. Benefits will be granted based on the number of days available in the bank during the school year.
12. Benefits will apply only to days on which the member could have normally worked.
13. Applications for benefits submitted to the Sick Leave Bank Committee must be accompanied by a detailed doctor's statement including such things as a complete diagnosis, expected duration, physical limitations, etc.
14. Benefits may be drawn from the bank by any one member only once in a given school year.
15. All applications for benefits will be reviewed by the Sick Leave Bank Committee and they shall make a recommendation to the Superintendent who will make the final determination of the number of days to be granted to the applicant.
16. The Superintendent may require a member requesting and/or receiving benefits, to submit to a physical examination by a doctor of the District's choice.
17. Retirees may not contribute their unused sick leave to the Bank.
18. The Sick Leave Bank Committee shall be composed of (2) Administrative members and (2) bargaining members. Each committee member shall serve for a period of (3) years. Only members of the bank will be eligible for membership on the Committee.
19. Payment will be at 1/200 of the unit member's salary, per day.

## **ARTICLE V PROFESSIONAL DUE PROCESS**

- A. The official district personnel file shall be maintained in the central office. Unit members shall have the right, upon prior request, to review the contents of their file, excluding material received prior to the unit members' commencing employment in the presence of District personnel. A unit member shall have the right to have a personally selected representative accompany him or her during such review.
- B. Except for references and information received prior to the commencement of employment, any material which is derogatory to a unit member's conduct, service, character, or personality, shall be filed only after the unit member has had an opportunity to examine the material. The unit member must affix his signature on the actual copy to be filed with the understanding that such signature merely signifies that the material has been examined and does not indicate agreement with its contents. The reporting of an incident to be filed must be reduced to writing within three months of its occurrence, exclusive of the summer vacation period. Any material, which is proved to be inaccurate, misleading, or inappropriate, shall be removed from the file.
- C. Upon receipt of a written request, the unit member shall be furnished with one copy by reproduction of any material in the file, excluding material received prior to the commencement of employment.
- D. The unit member shall have the right to attach a letter of explanation to any material to be filed before it is placed in his file. Except for written evaluation reports the unit member's letter of explanation shall be attached to the original material within fifteen school days of the unit member's initial examination.
- E. Only material in the unit member's official file, and filed prior to any recommendations, may be used by the District in any action which could result in any negative consequences for the unit member.

- F. No material or copies of material will be forwarded from a unit member's file without the unit member's written permission. This is not intended to limit references requested of the District.
- G. No member of the bargaining unit shall be dismissed, disciplined, reduced in rank, or otherwise be deprived of any professional advantage except for just cause.

## ARTICLE VI TEACHING / CLASS LOAD

For the purpose of this agreement the following terms are defined as:

- A. Secondary Unit members (6 -12th Grade Unit members)
1. Teaching Period: A scheduled class period during the school day where unit members are directly responsible for instruction.
  2. Planning Time: A period of time equal to a regular class period.
  3. Classroom Preparation: A set of plans needed for each specific course content.
  4. Duty: Includes, but not limited to study hall, hall duty, and bus duty.
  5. Academic Intervention Service Assignment: AIS is a "classroom preparation" - viewed as one classroom preparation per day no matter how many class periods assigned.
  6. Science Lab Instruction: Viewed as one (1/2) classroom preparation for each subject of lab instruction.
  7. Internship / Portfolio Coordinator: Viewed as one (1) Teaching and one (1) preparation period.

Teaching Assignments and Duties will be assigned according to the Guidelines shown below:

Preparations	Teaching Periods	# of Duties for Unit Members with Less than 80 students	# of Duties for Unit Members with 80 Students or greater
1 - 2	4 or less	3+	2
	5	2	2
	6	2	1
	7	0	0
3 - 4	5 or less	2	1
	6	1	0
	7	0	0
5 - 6	5 or less	1	0
	6	0	0
	7	0	0

No changes to assigned duties will be made after October 1 as a result of increase or decrease in the number of students assigned.

- B. Elementary Unit members (K-5th Grade Unit members)

1. The Board will endeavor to provide facilities and personnel sufficient to insure the maintenance of optimum class size and unit member load.

2. Each unit member will have a minimum of thirty-five (35) minutes, duty free, planning time per day.
- C. The Association President shall be released for a period of time equal to a regular class period each day.

## **ARTICLE VII**

### **TEACHER QUALIFICATIONS, ASSIGNMENTS AND TRANSFERS**

#### **A. Qualifications and Promotions**

1. The School District will follow the rules and regulations of the State Education Department in regard to the hiring of unit members.
2. In filling any vacancy on the school teaching staff, consideration shall be given to any unit member already on the staff who is qualified.
3. All openings for professional non-teaching positions and for positions paying salary differentials shall be adequately publicized by posting in faculty rooms or notifying all unit members in every school as far in advance of the appointment as possible and ordinarily at least thirty days in advance, clearly setting forth therein the qualifications for the position.
4. All qualified unit members shall be given adequate opportunity to make application for supervisory positions. If, in the determination of the Superintendent the overall qualifications of the applicant are substantially equal, the consideration should be given to qualified unit members employed by the Board.

#### **B. Assignments**

1. Unit members will have their tentative teaching assignments for the following year by Regents Rating Day in June.
2. The Principal of each school will provide the president of the TIEA with a tentative master schedule for unit members, including all enrollment numbers known for each unit member, no later than August 1 (one) of each year.
3. Unit members shall not be assigned, except temporarily, outside the scope of their teaching certificates or their major fields of study.
4. Unit members will be notified and consulted by the Superintendent before the end of school year of any changes in building assignments for the coming year. Changes in building assignment, grade assignments, or subject assignments will be made with the consent of the unit member involved whenever possible.
5. Assignments for extra-curricular duties shall be made only with the consent of the unit member. Each unit member shall be expected to accept a minimum of one extra-curricular duty, when requested. This duty is to be within the unit member's abilities and availability.
6. Travel Pay for Unit members Assigned to More than One Building. Any unit member whose services are assigned in more than one building shall be paid to commute during the day between assignments at the IRS rate per mile. Mileage reimbursement will be limited to travel between school buildings and shall not include home to school or school to home travel. The individual unit member will be required to keep appropriate records and to submit required vouchers for payment monthly. Payment for such mileage will be made only twice per school year, at the end of January and the end of May.

7. Plan Books - Each teacher shall maintain a plan book for his or her instructional lessons. Teachers will make every effort when absent to send or telephone adequate plans to be used by a substitute unit member.

**C. Transfers**

1. Unit members may request a transfer in assignment, building, or subject taught at a specified time each spring in a letter written to the Principal.
2. Transfers of grade assignment, building assignment, or subject assignment shall be in the best interests of the District and on a voluntary basis whenever possible.
3. Involuntary transfers will be avoided. Unit members with the greatest length of service in the system will be last to be transferred, whenever possible.

**D. Notification of Re-Employment**

1. The District shall make every effort to notify in writing each non-tenured unit member of his or her employment status for the following school year by April 1.
2. Unit members who do not plan to teach in the District for the following year shall make every effort to notify the District in writing of their intentions by April 1. Unit members taking leave, or retiring for reasons of health shall be excepted.

**ARTICLE VIII  
PROBATIONARY UNIT MEMBERS – HEARINGS**

- A.** In the event that a probationary member of the professional staff is being recommended for disciplinary action, dismissal, or is not being recommended for re-appointment, the following procedures shall be adhered to before the Superintendent makes his final determination or his recommendation to the Board of Education.
1. The member of the professional staff shall be notified of his (her) right to Association representation before he (she) makes any statement or decision with regard to the pending action affecting the employment of the probationary teacher.
  2. The professional staff member shall be entitled to a conference with the Superintendent. Such request shall be made by written notice within five school days of being notified in writing of a pending action. Should a conference be requested by the professional staff member, then the unit member and Superintendent shall have the right to representation of his/her choosing at the conference.
  3. The purpose of the conference shall be for the professional staff member to have the opportunity to seek a deeper understanding of the reasons for the pending action or recommendation.
- B.** In the event that a probationary unit member is recommended for dismissal, the Board will hold an executive session at which time the probationary unit member and/or his representatives shall be heard. This session shall be held prior to the public meeting at which the Board will render its decision on the recommendation. This item is in addition to Article 3031 of the New York State Education Law.

**ARTICLE IX  
MENTOR-MENTEE PROGRAM**

1. The Mentor-Mentee Program shall include mentoring of the following classifications of teachers:

- a. Teachers with an initial teaching certificate in their first teaching year.
  - b. Teachers with teaching experience who have not received tenure from another District prior to acceptance of a teaching position with the District.
  - c. Teachers with tenured experience from another District prior to acceptance of a teaching position with the District.
2. The Mentor-Mentee Program shall include mentoring of teachers listed in 1 (a) and (b) for a two year period. The Mentor shall follow the guidelines provided for mentoring under the District's Professional Development Plan (PDP) and any amendments thereto, and shall be paid an annual compensation of \$923 for the first year and \$461 for the second year that the Mentor participates in the Mentor-Mentee Program. The compensation shall be paid at the end of the school year with funds from the "Additional Compensation" provision under Article XVII Compensation Section H.
3. The Mentor-Mentee Program shall include mentoring of teachers listed in 1 (c) for a period of one year. The Mentor shall follow the applicable guidelines provided for mentoring under the District's Professional Development Plan (PDP) and any amendments thereto, and shall be paid an annual compensation of \$461 for the one year that the Mentor participates in the Mentor-Mentee Program. The compensation shall be paid at the end of the school year with funds from the "Additional Compensation" provision under Article XVII Compensation Section H.
4. The Mentor shall submit the monthly procedures checklist to the Induction Coordinator who will forward it to the Building Principal. If necessary the Building Principal will contact the Induction Coordinator for submission of the monthly checklist.
5. The teachers listed in 1(a) and (b) as mentees shall be paid the current compensation for an additional day of work under Article XVII Compensation Section H. To qualify for this compensation, the mentee is required to attend a one hour special topic seminar each month for professional development to be conducted monthly from September through June of the academic year. The mentee shall provide documentation of attendance at a special topic seminar for each month in the academic year to be submitted to the building principal. The mentees that have completed the required seminars shall be paid the compensation in the next payroll following completion of the June seminar for the first year of the program.
6. Mentees that are required by the District to attend a District sponsored "Induction Course" in August preceding the commencement of the school year shall be paid compensation for the additional days of work under Article XVII Compensation Section H for each day and/or half day of attendance based on the duration of the Induction Course.
7. Induction Coordinators (one per building as needed) will conduct the Induction Course in August and will be compensated for planning time and actual teaching time from the Additional Compensation funds available under Article XVII Section H. Induction Coordinators are also responsible for arranging presenters for the one hour special topic seminars each month. Induction Coordinators will receive a stipend equivalent to subject area coordinators for the work they complete during the school year.
8. Induction Coordinators will submit a report in June to their respective principals providing an overview of the work completed in their capacity of Induction Coordinator for implementation of the Mentor-Mentee Program for the academic year.
9. The special topic seminar presenters will receive half day compensation for each special topic seminar they present. The presenters will be compensated from the Additional Compensation funds available under Article XVII Section H.



## **ARTICLE X PERSONAL INJURY**

- A. If a unit member is absent as a result of an accident under the Worker's Compensation Law, the unit member shall be fully paid and the time of absence shall be charged to sick leave. When the Worker's Compensation case is settled, the unit member shall assign the benefits for loss of time at work to the District and all time charged to sick leave as a result of this accident will be restored.
- B. Should an assault or assault and battery on a unit member occur in the line of duty, and if an injury results in the loss of time, the unit member shall be paid in full for a period not to exceed six (6) months and such paid absence shall not be deducted from any sick leave to which such unit member is entitled under this agreement. Any Worker's Compensation benefits paid to a unit member during the period shall be turned over by the unit member to the school district.

In the event of an assault or assault and battery on a unit member which occurs in the line of duty, the Board will compensate the unit member for loss of eyeglasses, clothing, or personal effects on his person.

## **ARTICLE XI HEALTH INSURANCE**

- A. All salaried unit members working half-time or more are eligible to join the Jefferson Lewis et. al. School Unit members Healthcare Plan. Unit members covered by the Plan shall pay a dollar amount equal to the following percentage portion of the total premium: 12% in 2011-2012; 12% in 2012-2013; 13% in 2013-2014; 14% in 2014-2015; and 15% in 2015-2016. Such payment will be deducted from the unit member's paycheck. Premiums for July, August, and September will be deducted from the April, May, and June salary checks.

The District agrees that should it decide to withdraw from the Jefferson Lewis et. al. School Employees Healthcare Plan, it will negotiate with the Association a replacement healthcare plan prior to withdrawing from the Jefferson Lewis et. al. School Employees Healthcare Plan.

Bargaining unit members eligible to retire under TRS guidelines, and who retire from the District having ten (10) or more years of service in the District are eligible for health insurance benefits in retirement.

- B. Dental Insurance

The Board will provide sixty dollars (\$60) for premiums for each unit member who elects to participate in a dental insurance program. Any excess amount over the actual cost of the dental insurance plan up to \$60.00 may be used toward the cost to the family plan for any unit member who chooses to have the family plan.

- C. Internal Revenue Service - Section 125 Modified Cafeteria Plan

1. IRS Section 125 Modified Cafeteria Plan – The District shall make available a Section 125 Modified Cafeteria Plan to unit members. This will include a Premium Conversion Account for the processing of health and dental insurance premiums on a pre-tax basis, and a Health Insurance Reimbursement Account and a Dependent Care Reimbursement Account for reimbursing eligible out-of-pocket medical expenses and dependent care costs.
2. All employees who contribute towards their health and dental insurance premiums shall be enrolled in the Premium Conversion Account under the IRS Section 125 Modified Cafeteria Plan offered by the District.

**ARTICLE XII  
DUES DEDUCTION**

- A. Dues for professional association memberships may be withheld from unit members' pay. Professional associations shall include the Thousand Islands Education Association and any state and/or national professional associations the Association may designate.
- B. On or before October 1st the Association shall submit to the District a list of those unit members who have not previously signed an appropriate authorization to have dues deducted from their salaries and who have elected to have dues deducted. The amount of the dues shall be forwarded to the District with this list. Unit members who have previously signed dues deduction authorization forms shall continue to have dues deducted unless he/she notifies the District and the Association in writing by October 15 that such deductions are to be terminated.

The first deduction shall be made in the first check in October and shall be continued in equal consecutive installments for a total of 15 payroll deductions.

- C. The District shall remit to the Association the dues it has deducted starting with the last check in November and at the end of each subsequent month through June.
- D. The District will make authorized deductions for contributions to a credit union designated by the Association. The Superintendent and the Association President shall mutually agree upon specific details for such deductions, authorizations, and other procedures.
- E. Local Association Agency Fee
1. Every unit member in the bargaining unit covered by this agreement who is not a member of the Thousand Islands Education Association shall pay to the Association an agency shop fee pursuant to section 208.3(b) of New York State Civil Service Law. The Association shall certify the amount of the agency shop fee and forward same to the District by October 1, along with a list of nonmember unit members to be declared agency shop fee payers.
  2. The District shall deduct from each such agency shop fee payer the amount certified by the Association. The deductions taken from agency shop fee payers shall be made in the same manner as deduction taken from members and shall be promptly forwarded to the Association.
  3. As to unit members hired subsequent to October 1, within ninety (90) days after such time, the Association shall certify to the District whether such unit member is an agency shop fee payer. After such certification the District will make deductions and pay same to the Association, as set forth above. Payments shall be retroactive to the date such unit member commenced employment. The total agency shop fee of each such unit member shall be prorated based on the number of months remaining in the school year after date of hire.
  4. The Association shall create a fully legal and adequate refund procedure for agency fee payers who object to illegal expenditures and shall otherwise deal with the funds and with agency fee payers in a lawful and proper manner.
  5. The Association agrees to save and hold harmless the Board of Education and the Superintendent for any and all damages and liabilities, including litigation expenses that may accrue by reason of any action, suit or proceeding involving or in any way relating to the agency shop fee deduction provision herein above set forth.

**F. VOTE/COPE**

The District shall deduct from the payroll checks of individual unit members monies for VOTE/COPE. Each member who voluntarily elects to have such a deduction shall sign an appropriate authorization card in triplicate. Funds so collected shall be forwarded to VOTE/COPE by the District.

**ARTICLE XIII  
COMMON COURTESY**

The Association shall be notified, in writing, not less than 30 days in advance whenever conditions require the Board to act on the elimination of a position or program. The Association shall be given a reasonable opportunity under the circumstances to offer written recommendations. This provision shall not, however, limit the Board's discretion or authority to make such decisions as may be required by the circumstances.

**ARTICLE XIV  
SUBCONTRACTING**

The District agrees that it will not subcontract work currently being performed by members of the professional staff. Any auxiliary personnel will be used in a supplementary or supportive role. This is not intended to cover the expanded use of BOCES programs, personnel, or services.

**ARTICLE XV  
MISCELLANEOUS PROVISIONS**

- A. Neither party shall unilaterally make any changes in rules or procedure which will have the effect of altering the terms and conditions of employment as contained in the written agreement. Should a unilateral change, by either party, which has an impact on terms and conditions of employment not encompassed within the agreement be effected, the impact of such damage shall be deemed negotiable. Such negotiations will commence within five (5) school days of the effectuation of the unilateral change.
- B. If any provision of this agreement is, or shall be at any time, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.
- C. In the event that any provision of this agreement is, or shall at any time be contrary to law, all other provisions of this agreement shall continue in effect.
- D. This agreement shall supersede any rules, regulations, or practices of the District, which shall be contrary to or inconsistent with its terms. The provisions of the agreement shall be incorporated into and be considered part of the established policies of the District.

**ARTICLE XVI  
CERTIFIED TEACHER ASSISTANTS**

All Articles in this contract apply to Certified Teacher Assistants except for:

Article VI Teacher Class Load;

Article VII Teacher Qualifications, Assignments, and Transfers:

Section B. Assignments, and

Section C. Transfers: Item 1 and 2;

Article XVII Compensation:

Section B. Payment Schedule for Graduate Coursework, and

Section D. Extra Pay for Directors, and

Section E. Subject Area Coordinators, and

Section H. Salary Compensation.

Teacher Assistant salaries shall increase by 1.80% for the 2011-2012 and 2012-2013 school years. For the 2013-2014, 2014-2015, and 2015-2016 school years. Teacher Assistant salaries shall increase by 3.00%. (These increases also apply to Occupational Therapists.)

## **ARTICLE XVII COMPENSATION**

### **A. Driver Education Certification/Teaching**

1. Members of the TIEA who are interested in obtaining Driver Education certification and teaching that subject pursuant to the terms below shall submit their name to the Superintendent for consideration.
2. The person selected by the Superintendent agrees to take the course work and pass any required examinations to obtain NYS certification as a driver education instructor.
3. Upon obtaining NYS certification in driver education, the District will reimburse to the teacher the cost of tuition and books relative to the course work necessary to obtain driver education certification.
4. The teacher will not be eligible to move laterally on the salary schedule for the hours necessary to obtain driver education certification.
5. The teacher agrees to teach driver education for the District for a minimum of three (3) years from the date of certification. If, for any reason, the teacher cannot complete that assignment for a minimum of three years, the teacher will return to the District the amount of money the District reimbursed the teacher for tuition and books.
6. The teacher and the TIEA agree that all driver education instruction will take place during the months of July and August, and during school calendar recess periods, and not during the instructional school calendar.
7. The District agrees to compensate to the teacher for teaching driver education, the amount equal to the tuition paid by students who enroll in the District Driver Education program.
8. The TIEA agrees that the District may remove the teacher from the Driver Education program at its discretion.
9. The TIEA agrees that the District may abolish the Driver Education program at its discretion.
10. It is agreed that the Driver Education instructor position is not a tenure tract position, nor is the teacher in the program earning seniority in that position.

### **B. Payment Schedule for Graduate Course Work**

Each professional unit member upon the completion of six (6) additional hours, or a degree, shall submit to the Superintendent a written request for adjustment of salary and present evidence of having successfully completed such courses or degree.

### **C. Payroll – Direct Deposit**

Unit members will have their entire net paychecks electronically deposited into a bank account of their choosing.

D. Extra Pay for Extra-Curricular Assignments

For the 2011-2012, 2012-2013, and 2013-2014 school years, stipends shall remain frozen at the 2010-2011 levels. In 2014-2015 and 2015-2016, stipends shall increase by 3% each year. Unit members shall receive extra pay for all extra-curricular assignments under Appendix C, as attached.

E. For the 2011-2012, 2012-2013, and 2013-2014 school years, stipends shall remain frozen at the 2010-2011 levels. In 2014-2015 and 2015-2016, stipends shall increase by 3% each year.

Extra Pay for District Coordinators	<u>2011-14</u>	<u>2014-15</u>	<u>2015-2016</u>
Music	\$2,758	\$2,841	\$2,926
Athletic Coordinator	\$6,906	\$7,113	\$7,326
Psychologist	\$6,906	\$7,113	\$7,326
District Level Technology Coordinator (paid a stipend as determined by the District)			

F. Subject Area Coordinators:

1. One (1) Subject Area Coordinator will be assigned for each core area, (English, Math, Science, Social Studies, Special Education) K – 5th Grade, 6 – 8th Grade, and 9 – 12th Grade.
2. One (1) Subject Area Coordinator will be assigned for each special area grades K-12: Art, Foreign Language, Business, Audio/Video, Building Level Technology Coordinator (4), Guidance and Middle School Essential Literacy Skill.
3. For the 2011-2016 school years, stipends for Coordinators and Building Level Technology Coordinators (4) shall remain frozen at \$422 per year for the duration of the agreement.

G. Chaperoning – Bargaining unit members are required to chaperone one home sporting event, dance, prom, or any other school-sponsored event. At the beginning of the school year, bargaining unit members will be given a schedule of events. Assignments will be awarded on a first-come, first-serve basis.

Bargaining unit members who do not sign up within the allotted time will be assigned a chaperoning duty. Coaches or advisors will not be assigned to a chaperone duty during their coaching season or their group's event.

If games are added after the initial sign-ups, it is the responsibility of the Athletic Director to post sign-up sheets for those games and to be certain there are chaperones. Additional slots may be deemed necessary by the Administration under special circumstances. If events are rescheduled due to inclement weather or other emergency situations, bargaining unit members originally scheduled to chaperone will be responsible for chaperoning the rescheduled event.

Chaperones will be paid accordingly: in 2011-2012 and 2012-2013 @ \$40 per event; 2013-2014, 2014-2015, and 2015-2016 @ \$45 per event. Elementary teachers shall receive chaperone rate of pay for chaperoning up to two elementary concerts per year (effective July 1, 2010). All bargaining unit members must submit a signed voucher for payment within 30 calendar days after the event.

H. Salary Schedules:

1. Salary schedules for the duration shall be as follows:

2011-2012, increment only	2014-2015, 3.0% including increment
2012-2013, increment only	2015-2016, 3.0% including increment
2013-2014, 3.0% including increment	

Further, for the 2012-2013, 2013-2014, 2014-2015, and 2015-2016 school years, any bargaining unit member who was on the final step 36 of the salary schedule in the previous school year will receive a \$1,000 increase to their base salary in addition to whatever increases are made to the value of step 36 in the subsequent school years. These increases will be considered part of the increment value of the unit and included in the above agreed to salary increases.

(For example, if in 2014-2015, Step 36 was \$75,000 and in 2015-2016, Step 36 was \$75,650, a unit member who was on Step 36 for the first time in 2013-2014 would have a salary of \$76,000 [\$75,000 + \$1,000] in 2014-2015. The following year, that unit member's salary would be \$77,650 [\$75,650 + \$1,000 + \$1,000]. If there was no contract in the following year, the unit member's salary would remain the same.)

The parties agree that the above percentages are reflected in salary schedules attached here as Appendix A, and further, that the parties will explore the possibility of eliminating any unnecessary "B" columns from the schedule as long as there are no bargaining unit members currently in those columns.

#### ADDITIONAL COMPENSATION:

2. District Coordinators and Subject Area Coordinators increases are included in amounts set forth in Section E and F above.

The Board also agrees to allocate funds to compensate unit members for additional days worked each year of the contract as follows.

The Board shall allocate funds to compensate unit members for additional days worked each year as follows:

2011-2016	\$65,000
-----------	----------

The District shall provide to the Association president a summary of the use and amounts remaining in this fund on a quarterly basis (September 1, December 1, March 1, June 1) each school year.

The Superintendent must approve these additional days in advance. Approval of work shall be based on the following:

Consistency with District goals  
Increased student achievement  
Improvement in curriculum and programs  
Enhanced professional development  
Equitable distribution among staff

A joint Association/Administration Committee will convene as necessary to establish guidelines for the approval of additional days.

Unit members may request additional days for purposes including, but not limited to, the following:

- Curriculum Development
- Staff Development
- Scoring of State exams
- State Assessment Training
- Production of Instructional Units/ Materials
- Group Planning

Requests for compensation for additional days must be made in half-day or full day increments. For the purposes of compensation for additional work as specified under this section, a half-day shall be defined at a minimum of 3 hours but less than 6 - hours per session. A full day shall be defined as anywhere from 6 to 8 hours per session.

Payment for these additional days will be made at the rate of \$75 per half day (1/2) session and \$150 per full day session.

Payment to mentors under the Mentor-Mentee Program under Article IX Sections 2 and 3 shall be drawn from the Additional Compensation funds available under this section.

- I. Coaching Differentials – see Appendix D. For the 2011-2012, 2012-2013, and 2013-2014 school years, stipends shall remain frozen at the 2010-2011 levels. In 2014-2015 and 2015-2016, stipends shall increase by 3% each year.

## **ARTICLE XVIII TUITION**

Unit members who reside outside of the Thousand Islands Central School District may have their children educated in the District by paying an annual tuition of \$100 per child. Transportation would be the responsibility of the parent.

## **ARTICLE XIX RETIREMENT INCENTIVE**

- A. The district, upon the recommendation of the Superintendent made in his or her discretion, and with the majority vote of the Board of Education, may at any time during the term of this Agreement offer a retirement incentive to bargaining unit members.
- B. The decision whether to offer an incentive during any fiscal year, the conditions for eligibility, the minimum and maximum number of eligible employees, the individual and collective amount of any incentive offered, and the manner in which such an incentive will be paid are matters within the sole discretion of the Superintendent and the Board of Education.
- C. The decision whether to offer or not to offer an incentive for any fiscal year shall not have any precedential effect in future years. In addition, that decision may not be grieved pursuant to this Agreement or be subject to judicial review.
- D. No past practice will be created by a decision to exercise this authority to offer a retirement incentive at any time during the term of this Agreement.
- E. The terms and conditions of any retirement incentive offered pursuant to this section will be documented by a Memorandum of Agreement between the Superintendent and the Teachers' Association to be approved by the Board. The Association President will be consulted about the MOA before any individual unit members are offered the incentive.

## **ARTICLE XX WORK DAY/WORK YEAR**

- A. Work Day

The work day for all unit members shall be 7 hours and 15 minutes. Unit members will be expected to attend staff meetings, parent conferences and other meetings for educational business beyond the 7 hours and 15 minute work day (effective July 1, 2010).

As has been the practice in previous years, unit members may choose to engage in the activities beyond the regular student day including, but not limited to, the following:

- Academic intervention and/or enrichment work with students
- Meetings of Child Study Teams, Building Planning Teams, District Leadership Team, grade level teams, department teams, Technology Planning Committee, Committee on Special Education, building faculties, inter-school faculties, and inter-school grade levels
- Kindergarten screening
- Early Literacy training and/or implementation
- Parent conferences
- Correction and review of student work

The Board expects that unit members will continue to choose to use time beyond the regular student day in direct contact with students in need of assistance.

B. Work Year

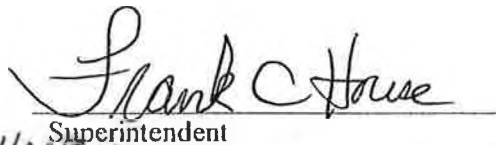
The Unit member work year shall be as specified in the student instructional calendar, which is adopted annually by the Board of Education except that elementary teachers shall have non-student time for the last two days prior to rating day provided that the District meets the state mandate of 180 days of instruction.

**AGREEMENT**

A. Legislative Approval

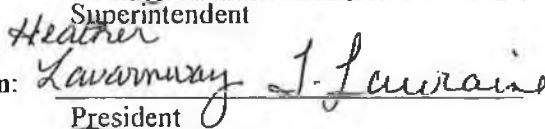
IT IS AGREED TO BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

For the District:

  
Superintendent

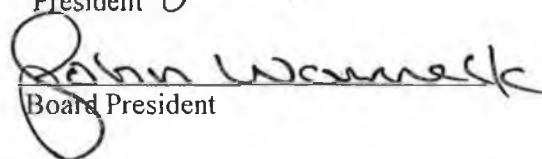
Date: January 15, 2014

For the Association:

  
President

Date: 1/15/14

For the Board  
of Education:

  
Board President

Date: 1/15/14





## 2011-12 Salary Schedule

Grandfathering all B to M

## APPENDIX A

Step ->	1055	B-1 ->	36540
Grad->	463	M-1->	39006

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	36540	37003	37466	37929	38392	38855	39318	39781	40244	40707	41170	39006	39469	39932	40395	40858	41321
2	37595	38058	38521	38984	39447	39910	40373	40836	41299	41762	42225	40061	40524	40987	41450	41913	42376
3	38650	39113	39576	40039	40502	40965	41428	41891	42354	42817	43280	41116	41579	42042	42505	42968	43431
4	39705	40168	40631	41094	41557	42020	42483	42946	43409	43872	44335	42171	42634	43097	43560	44023	44486
5	40760	41223	41686	42149	42612	43075	43538	44001	44464	44927	45390	43226	43689	44152	44615	45078	45541
6	41815	42278	42741	43204	43667	44130	44593	45056	45519	45982	46445	44281	44744	45207	45670	46133	46596
7	42870	43333	43796	44259	44722	45185	45648	46111	46574	47037	47500	45336	45799	46262	46725	47188	47651
8	43925	44388	44851	45314	45777	46240	46703	47166	47629	48092	48555	46391	46854	47317	47780	48243	48706
9	44980	45443	45906	46369	46832	47295	47758	48221	48684	49147	49610	47446	47909	48372	48835	49298	49761
10	46035	46498	46961	47424	47887	48350	48813	49276	49739	50202	50665	48501	48964	49427	49890	50353	50816
11	47090	47553	48016	48479	48942	49405	49868	50331	50794	51257	51720	49556	50019	50482	50945	51408	51871
12	48145	48608	49071	49534	49997	50460	50923	51386	51849	52312	52775	50611	51074	51537	52000	52463	52926
13	49200	49663	50126	50589	51052	51515	51978	52441	52904	53367	53830	51666	52129	52592	53055	53518	53981
14	50255	50718	51181	51644	52107	52570	53033	53496	53959	54422	54885	52721	53184	53647	54110	54573	55036
15	51310	51773	52236	52699	53162	53625	54088	54551	55014	55477	55940	53776	54239	54702	55165	55628	56091
16	52365	52828	53291	53754	54217	54680	55143	55606	56069	56532	56995	54831	55294	55757	56220	56683	57146
17	53420	53883	54346	54809	55272	55735	56198	56661	57124	57587	58050	55886	56349	56812	57275	57738	58201
18	54475	54938	55401	55864	56327	56790	57253	57867	58179	58642	59105	56941	57404	57867	58330	58793	59256
19	55530	55993	56456	56919	57382	57845	58308	58771	59234	59697	60160	57996	58459	58922	59385	59848	60311
20	56585	57048	57511	57974	58437	58900	59363	59826	60289	60752	61215	59051	59514	59977	60440	60903	61366
21	57640	58103	58566	59029	59492	59955	60418	60881	61344	61807	62270	60106	60569	61032	61495	61958	62421
22	58695	59158	59621	60084	60547	61010	61473	61936	62399	62862	63325	61161	61624	62087	62550	63013	63476
23	59750	60213	60676	61139	61602	62065	62528	62991	63454	63917	64380	62216	62679	63142	63605	64068	64531
24	60805	61268	61731	62194	62657	63120	63583	64046	64509	64972	65435	63271	63734	64197	64660	65123	65586
25	61860	62323	62786	63249	63712	64175	64638	65101	65564	66027	66490	64326	64789	65252	65715	66178	66641
26	62915	63378	63841	64304	64767	65230	65693	66156	66619	67082	67545	65381	65844	66307	66770	67233	67696
27	63970	64433	64896	65359	65822	66285	66748	67211	67674	68137	68600	66436	66899	67362	67825	68288	68751
28	65025	65488	65951	66414	66877	67340	67803	68266	68729	69192	69655	67491	67954	68417	68880	69343	69806
29	66080	66543	67006	67469	67932	68395	68858	69321	69784	70247	70861	68546	69009	69472	69935	70398	70861
30	67135	67598	68061	68524	68987	69450	69913	70376	70839	71302	71765	69601	70064	70527	70990	71453	71916
31	68190	68653	69116	69579	70042	70505	70968	71431	71894	72357	72820	70656	71119	71582	72045	72508	72971
32	69245	69708	70171	70634	71097	71560	72023	72486	72949	73412	73875	71711	72174	72637	73100	73563	74026
33	70300	70763	71226	71689	72152	72615	73078	73541	74004	74467	74930	72766	73229	73692	74155	74618	75081
34	71355	71818	72281	72744	73207	73670	74133	74596	75059	75522	75985	73821	74284	74747	75210	75673	76136
35	72410	72873	73336	73799	74262	74725	75188	75651	76114	76577	77040	74876	75339	75802	76265	76728	77191
36	73465	73928	74391	74854	75317	75780	76394	76706	77169	77632	78095	75931	76394	76857	77320	77783	78246

## 2012-13 Salary Schedule

Grandfathering all B to M

## APPENDIX A1

Step ->	1055	B-1 ->	36540
Grad->	463	M-1->	39006

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	36540	37003	37466	37929	38392	38855	39318	39781	40244	40707	41170	39006	39469	39932	40395	40858	41321
2	37595	38058	38521	38984	39447	39910	40373	40836	41299	41762	42225	40061	40524	40987	41450	41913	42376
3	38650	39113	39576	40039	40502	40965	41428	41891	42354	42817	43280	41116	41579	42042	42505	42968	43431
4	39705	40168	40631	41094	41557	42020	42483	42946	43409	43872	44335	42171	42634	43097	43560	44023	44486
5	40760	41223	41686	42149	42612	43075	43538	44001	44464	44927	45390	43226	43689	44152	44615	45078	45541
6	41815	42278	42741	43204	43667	44130	44593	45056	45519	45982	46445	44281	44744	45207	45670	46133	46596
7	42870	43333	43796	44259	44722	45185	45648	46111	46574	47037	47500	45336	45799	46262	46725	47188	47651
8	43925	44388	44851	45314	45777	46240	46703	47166	47629	48092	48555	46391	46854	47317	47780	48243	48706
9	44980	45443	45906	46369	46832	47295	47758	48221	48684	49147	49610	47446	47909	48372	48835	49298	49761
10	46035	46498	46961	47424	47887	48350	48813	49276	49739	50202	50665	48501	48964	49427	49890	50353	50816
11	47090	47553	48016	48479	48942	49405	49868	50331	50794	51257	51720	49556	50019	50482	50945	51408	51871
12	48145	48608	49071	49534	49997	50460	50923	51386	51849	52312	52775	50611	51074	51537	52000	52463	52926
13	49200	49663	50126	50589	51052	51515	51978	52441	52904	53367	53830	51666	52129	52592	53055	53518	53981
14	50255	50718	51181	51644	52107	52570	53033	53496	53959	54422	54885	52721	53184	53647	54110	54573	55036
15	51310	51773	52236	52699	53162	53625	54088	54551	55014	55477	55940	53776	54239	54702	55165	55628	56091
16	52365	52828	53291	53754	54217	54680	55143	55606	56069	56532	56995	54831	55294	55757	56220	56683	57146
17	53420	53883	54346	54809	55272	55735	56198	56661	57124	57587	58050	55886	56349	56812	57275	57738	58201
18	54475	54938	55401	55864	56327	56790	57253	57716	58179	58642	59105	56941	57404	57867	58330	58793	59256
19	55530	55993	56456	56919	57382	57845	58308	58922	59234	59697	60160	57996	58459	58922	59385	59848	60311
20	56585	57048	57511	57974	58437	58900	59363	59826	60289	60752	61215	59051	59514	59977	60440	60903	61366
21	57640	58103	58566	59029	59492	59955	60418	60881	61344	61807	62270	60106	60569	61032	61495	61958	62421
22	58695	59158	59621	60084	60547	61010	61473	61936	62399	62862	63325	61161	61624	62087	62550	63013	63476
23	59750	60213	60676	61139	61602	62065	62528	62991	63454	63917	64380	62216	62679	63142	63605	64068	64531
24	60805	61268	61731	62194	62657	63120	63583	64046	64509	64972	65435	63271	63734	64197	64660	65123	65586
25	61860	62323	62786	63249	63712	64175	64638	65101	65564	66027	66490	64326	64789	65252	65715	66178	66641
26	62915	63378	63841	64304	64767	65230	65693	66156	66619	67082	67545	65381	65844	66307	66770	67233	67696
27	63970	64433	64896	65359	65822	66285	66748	67211	67674	68137	68600	66436	66899	67362	67825	68288	68751
28	65025	65488	65951	66414	66877	67340	67803	68266	68729	69192	69655	67491	67954	68417	68880	69343	69806
29	66080	66543	67006	67469	67932	68395	68858	69321	69784	70247	70710	68546	69009	69472	69935	70398	70861
30	67135	67598	68061	68524	68987	69450	69913	70376	70839	71302	71916	69601	70064	70527	70990	71453	71916
31	68190	68653	69116	69579	70042	70505	70968	71431	71894	72357	72820	70656	71119	71582	72045	72508	72971
32	69245	69708	70171	70634	71097	71560	72023	72486	72949	73412	73875	71711	72174	72637	73100	73563	74026
33	70300	70763	71226	71689	72152	72615	73078	73541	74004	74467	74930	72766	73229	73692	74155	74618	75081
34	71355	71818	72281	72744	73207	73670	74133	74596	75059	75522	75985	73821	74284	74747	75210	75673	76136
35	72410	72873	73336	73799	74262	74725	75188	75651	76114	76577	77040	74876	75339	75802	76265	76728	77191
36	73465	73928	74391	74854	75317	75780	76394	76706	77169	77632	78095	75931	76394	76857	77320	77783	78246

## 2013-14 Salary Schedule

Grandfathering all B to M

## APPENDIX A2

Step ->	1075	B-1 ->	36700
Grad->	482	M-1->	39300

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	36700	37182	37664	38146	38628	39110	39592	40074	40556	41038	41520	39300	39782	40264	40746	41228	41710
2	37775	38257	38739	39221	39703	40185	40667	41149	41631	42113	42595	40375	40857	41339	41821	42303	42785
3	38850	39332	39814	40296	40778	41260	41742	42224	42706	43188	43670	41450	41932	42414	42896	43378	43860
4	39925	40407	40889	41371	41853	42335	42817	43299	43781	44263	44745	42525	43007	43489	43971	44453	44935
5	41000	41482	41964	42446	42928	43410	43892	44374	44856	45338	45820	43600	44082	44564	45046	45528	46010
6	42075	42557	43039	43521	44003	44485	44967	45449	45931	46413	46895	44675	45157	45639	46121	46603	47085
7	43150	43632	44114	44596	45078	45560	46042	46524	47006	47488	47970	45750	46232	46714	47196	47678	48160
8	44225	44707	45189	45671	46153	46635	47117	47599	48081	48563	49045	46825	47307	47789	48271	48753	49235
9	45300	45782	46264	46746	47228	47710	48192	48674	49156	49638	50120	47900	48382	48864	49346	49828	50310
10	46375	46857	47339	47821	48303	48785	49267	49749	50231	50713	51195	48975	49457	49939	50421	50903	51385
11	47450	47932	48414	48896	49378	49860	50342	50824	51306	51788	52270	50050	50532	51014	51496	51978	52460
12	48525	49007	49489	49971	50453	50935	51417	51899	52381	52863	53345	51125	51607	52089	52571	53053	53535
13	49600	50082	50564	51046	51528	52010	52492	52974	53456	53938	54420	52200	52682	53164	53646	54128	54610
14	50675	51157	51639	52121	52603	53085	53567	54049	54531	55013	55495	53275	53757	54239	54721	55203	55685
15	51750	52232	52714	53196	53678	54160	54642	55124	55606	56088	56570	54350	54832	55314	55796	56278	56760
16	52825	53307	53789	54271	54753	55235	55717	56199	56681	57163	57645	55425	55907	56389	56871	57353	57835
17	53900	54382	54864	55346	55828	56310	56792	57274	57756	58238	58720	56500	56982	57464	57946	58428	58910
18	54975	55457	55939	56421	56903	57385	57867	58349	58831	59313	59795	57575	58057	58539	59021	59503	59985
19	56050	56532	57014	57496	57978	58460	58942	59424	59868	60350	60832	58650	59132	59614	60096	60578	61060
20	57125	57607	58089	58571	59053	59535	60017	60689	60981	61463	61945	59725	60207	60689	61171	61653	62135
21	58200	58682	59164	59646	60128	60610	61092	61574	62056	62538	63020	60800	61282	61764	62246	62728	63210
22	59275	59757	60239	60721	61203	61685	62167	62649	63131	63613	64095	61875	62357	62839	63321	63803	64285
23	60350	60832	61314	61796	62278	62760	63242	63724	64206	64688	65170	62950	63432	63914	64396	64878	65360
24	61425	61907	62389	62871	63353	63835	64317	64799	65281	65763	66245	64025	64507	64989	65471	65953	66435
25	62500	62982	63464	63946	64428	64910	65392	65874	66356	66838	67320	65100	65582	66064	66546	67028	67510
26	63575	64057	64539	65021	65503	65985	66467	66949	67431	67913	68395	66175	66657	67139	67621	68103	68585
27	64650	65132	65614	66096	66578	67060	67542	68024	68506	68988	69470	67250	67732	68214	68696	69178	69660
28	65725	66207	66689	67171	67653	68135	68617	69099	69581	70063	70545	68325	68807	69289	69771	70253	70735
29	66800	67282	67764	68246	68728	69210	69692	70174	70656	71138	71620	69400	69882	70364	70846	71328	71810
30	67875	68357	68839	69321	69803	70285	70767	71249	71731	72213	72695	70475	70957	71439	71921	72403	72885
31	68950	69432	69914	70396	70878	71360	71842	72324	72806	73288	73960	71550	72032	72514	72996	73478	73960
32	70025	70507	70989	71471	71953	72435	72917	73399	73881	74363	74845	72625	73107	73589	74071	74553	75035
33	71100	71582	72064	72546	73028	73510	73992	74474	74956	75438	75920	73700	74182	74664	75146	75628	76110
34	72175	72657	73139	73621	74103	74585	75067	75549	76031	76513	76995	74775	75257	75739	76221	76703	77185
35	73250	73732	74214	74696	75178	75660	76142	76624	77106	77588	78070	75850	76332	76814	77296	77778	78260
36	74325	74807	75289	75771	76253	76735	77407	77699	78181	78663	79145	76925	77407	77889	78371	78853	79335

## 2014-15 Salary Schedule

Grandfathering all B to M

## APPENDIX B

Step ->	1097	B-1 ->	36800
Grad->	488	M-1->	39581

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	36800	37288	37776	38264	38752	39240	39728	40216	40704	41192	41680	39581	40069	40557	41045	41533	42021
2	37897	38385	38873	39361	39849	40337	40825	41313	41801	42289	42777	40678	41166	41654	42142	42630	43118
3	38994	39482	39970	40458	40946	41434	41922	42410	42898	43386	43874	41775	42263	42751	43239	43727	44215
4	40091	40579	41067	41555	42043	42531	43019	43507	43995	44483	44971	42872	43360	43848	44336	44824	45312
5	41188	41676	42164	42652	43140	43628	44116	44604	45092	45580	46068	43969	44457	44945	45433	45921	46409
6	42285	42773	43261	43749	44237	44725	45213	45701	46189	46677	47165	45066	45554	46042	46530	47018	47506
7	43382	43870	44358	44846	45334	45822	46310	46798	47286	47774	48262	46163	46651	47139	47627	48115	48603
8	44479	44967	45455	45943	46431	46919	47407	47895	48383	48871	49359	47260	47748	48236	48724	49212	49700
9	45576	46064	46552	47040	47528	48016	48504	48992	49480	49968	50456	48357	48845	49333	49821	50309	50797
10	46673	47161	47649	48137	48625	49113	49601	50089	50577	51065	51553	49454	49942	50430	50918	51406	51894
11	47770	48258	48746	49234	49722	50210	50698	51186	51674	52162	52650	50551	51039	51527	52015	52503	52991
12	48867	49355	49843	50331	50819	51307	51795	52283	52771	53259	53747	51648	52136	52624	53112	53600	54088
13	49964	50452	50940	51428	51916	52404	52892	53380	53868	54356	54844	52745	53233	53721	54209	54697	55185
14	51061	51549	52037	52525	53013	53501	53989	54477	54965	55453	55941	53842	54330	54818	55306	55794	56282
15	52158	52646	53134	53622	54110	54598	55086	55574	56062	56550	57038	54939	55427	55915	56403	56891	57379
16	53255	53743	54231	54719	55207	55695	56183	56671	57159	57647	58135	56036	56524	57012	57500	57988	58476
17	54352	54840	55328	55816	56304	56792	57280	57768	58256	58744	59232	57133	57621	58109	58597	59085	59573
18	55449	55937	56425	56913	57401	57889	58377	58865	59353	59841	60329	58230	58718	59206	59694	60182	60670
19	56546	57034	57522	58010	58498	58986	59474	59962	60450	60938	61426	59327	59815	60303	60791	61279	61767
20	57643	58131	58619	59107	59595	60083	60571	61059	61547	62035	62523	60424	60912	61400	61888	62376	62864
21	58740	59228	59716	60204	60692	61180	61668	62156	62644	63132	63620	61521	62009	62497	62985	63473	63961
22	59837	60325	60813	61301	61789	62277	62765	63253	63741	64229	64717	62618	63106	63594	64082	64570	65058
23	60934	61422	61910	62398	62886	63374	63862	64350	64838	65326	65814	63715	64203	64691	65179	65667	66155
24	62031	62519	63007	63495	63983	64471	64959	65447	65935	66423	66911	64812	65300	65788	66276	66764	67252
25	63128	63616	64104	64592	65080	65568	66056	66544	67032	67520	68008	65909	66397	66885	67373	67861	68349
26	64225	64713	65201	65689	66177	66665	67153	67641	68129	68617	69105	67006	67494	67982	68470	68958	69446
27	65322	65810	66298	66786	67274	67762	68250	68738	69226	69714	70202	68103	68591	69079	69567	70055	70543
28	66419	66907	67395	67883	68371	68859	69347	69835	70323	70811	71299	69200	69688	70176	70664	71152	71640
29	67516	68004	68492	68980	69468	69956	70444	70932	71420	71908	72396	70297	70785	71273	71761	72249	72737
30	68613	69101	69589	70077	70565	71053	71541	72029	72517	73005	73493	71394	71882	72370	72858	73346	73834
31	69710	70198	70686	71174	71662	72150	72638	73126	73614	74102	74590	72491	72979	73467	73955	74443	74931
32	70807	71295	71783	72271	72759	73247	73735	74223	74711	75199	75687	73588	74076	74564	75052	75540	76028
33	71904	72392	72880	73368	73856	74344	74832	75320	75808	76296	76784	74685	75173	75661	76149	76637	77125
34	73001	73489	73977	74465	74953	75441	75929	76417	76905	77393	77881	75782	76270	76758	77246	77734	78222
35	74098	74586	75074	75562	76050	76538	77026	77514	78002	78490	78978	76879	77367	77855	78343	78831	79319
36	75195	75683	76171	76659	77147	77635	78123	78611	79099	79587	80075	77976	78464	78952	79440	79928	80416

## 2015-16 Salary Schedule

Grandfathering all B to M

## APPENDIX B1

Step ->	1122	B-1 ->	37025
Grad->	500	M-1->	39810

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	37025	37525	38025	38525	39025	39525	40025	40525	41025	41525	42025	39810	40310	40810	41310	41810	42310
2	38147	38647	39147	39647	40147	40647	41147	41647	42147	42647	43147	40932	41432	41932	42432	42932	43432
3	39269	39769	40269	40769	41269	41769	42269	42769	43269	43769	44269	42054	42554	43054	43554	44054	44554
4	40391	40891	41391	41891	42391	42891	43391	43891	44391	44891	45391	43176	43676	44176	44676	45176	45676
5	41513	42013	42513	43013	43513	44013	44513	45013	45513	46013	46513	44298	44798	45298	45798	46298	46798
6	42635	43135	43635	44135	44635	45135	45635	46135	46635	47135	47635	45420	45920	46420	46920	47420	47920
7	43757	44257	44757	45257	45757	46257	46757	47257	47757	48257	48757	46542	47042	47542	48042	48542	49042
8	44879	45379	45879	46379	46879	47379	47879	48379	48879	49379	49879	47664	48164	48664	49164	49664	50164
9	46001	46501	47001	47501	48001	48501	49001	49501	50001	50501	51001	48786	49286	49786	50286	50786	51286
10	47123	47623	48123	48623	49123	49623	50123	50623	51123	51623	52123	49908	50408	50908	51408	51908	52408
11	48245	48745	49245	49745	50245	50745	51245	51745	52245	52745	53245	51030	51530	52030	52530	53030	53530
12	49367	49867	50367	50867	51367	51867	52367	52867	53367	53867	54367	52152	52652	53152	53652	54152	54652
13	50489	50989	51489	51989	52489	52989	53489	53989	54489	54989	55489	53274	53774	54274	54774	55274	55774
14	51611	52111	52611	53111	53611	54111	54611	55111	55611	56111	56611	54396	54896	55396	55896	56396	56896
15	52733	53233	53733	54233	54733	55233	55733	56233	56733	57233	57733	55518	56018	56518	57018	57518	58018
16	53855	54355	54855	55355	55855	56355	56855	57355	57855	58355	58855	56640	57140	57640	58140	58640	59140
17	54977	55477	55977	56477	56977	57477	57977	58477	58977	59477	59977	57762	58262	58762	59262	59762	60262
18	56099	56599	57099	57599	58099	58599	59099	59599	60099	60599	61099	58884	59384	59884	60384	60884	61384
19	57221	57721	58221	58721	59221	59721	60221	60721	61221	61721	62221	60006	60506	61006	61506	62006	62506
20	58343	58843	59343	59843	60343	60843	61343	61843	62343	62843	63343	61128	61628	62128	62628	63128	63628
21	59465	59965	60465	60965	61465	61965	62465	62965	63465	63965	64465	62250	62750	63250	63750	64250	64750
22	60587	61087	61587	62087	62587	63087	63587	64087	64587	65087	65587	63372	63872	64372	64872	65372	65872
23	61709	62209	62709	63209	63709	64209	64709	65209	65709	66209	66709	64494	64994	65494	65994	66494	66994
24	62831	63331	63831	64331	64831	65331	65831	66331	66831	67331	67831	65616	66116	66616	67116	67616	68116
25	63953	64453	64953	65453	65953	66453	66953	67453	67953	68453	68953	66738	67238	67738	68238	68738	69238
26	65075	65575	66075	66575	67075	67575	68075	68575	69075	69575	70075	67860	68360	68860	69360	69860	70360
27	66197	66697	67197	67697	68197	68697	69197	69697	70197	70697	71197	68982	69482	69982	70482	70982	71482
28	67319	67819	68319	68819	69319	69819	70319	70819	71319	71819	72319	70104	70604	71104	71604	72104	72604
29	68441	68941	69441	69941	70441	70941	71441	71941	72441	72941	73441	71226	71726	72226	72726	73226	73726
30	69563	70063	70563	71063	71563	72063	72563	73063	73563	74063	74563	72348	72848	73348	73848	74348	74848
31	70685	71185	71685	72185	72685	73185	73685	74185	74685	75185	75685	73470	73970	74470	74970	75470	75970
32	71807	72307	72807	73307	73807	74307	74807	75307	75807	76307	76807	74592	75092	75592	76092	76592	77092
33	72929	73429	73929	74429	74929	75429	75929	76429	76929	77429	77929	75714	76214	76714	77214	77714	78214
34	74051	74551	75051	75551	76051	76551	77051	77551	78051	78551	79051	76836	77336	77836	78336	78836	79336
35	75173	75673	76173	76673	77173	77673	78173	78673	79173	79673	80173	77958	78458	78958	79458	79958	80458
36	76295	76795	77295	77795	78295	78795	79295	79795	80295	80795	81295	79080	79580	80080	80580	81080	81580

## EXTRA-CURRICULAR

## APPENDIX C

Page 1

	<u>2011-14</u>	<u>2014-15</u>	<u>2015-16</u>
Chemical Hygiene	\$1,347	\$1,387	\$1,429
Extracurricular Treasurer	\$2,716	\$2,797	\$2,881
Future Teachers of America	\$1,421	\$1,464	\$1,508
Varsity Club	\$626	\$645	\$664
Whiz Quiz Advisor	\$955	\$984	\$1,014
Class Advisors:			
Class Advisor 9th	\$626	\$645	\$664
Class Advisor 10th	\$913	\$940	\$968
Class Advisor 11th	\$1,591	\$1,639	\$1,688
Class Advisor 12th	\$1,221	\$1,258	\$1,296
Class Advisor 12th	\$1,221	\$1,258	\$1,296
Honor Society:			
National Honor Soc. Advisor Jr	\$1,421	\$1,464	\$1,508
National Honor Soc. Advisor Sr	\$1,421	\$1,464	\$1,508
Music:			
Marching Band, Summer	\$1,963	\$2,022	\$2,083
Marching Band, School Year High School	\$467	\$481	\$495
Select Vocal Ensemble	\$1,963	\$2,022	\$2,083
Drama Director (2011-12, 2012-13)	\$1,358	(see below)	
Musical Pit Band Director (2011-12, 2012-13)	\$1,358	(see below)	
Musical Stage Manager (2011-12, 2012-13)	\$976	(see below)	
Vocal Music Director (2011-12, 2012-13)	\$1,358	(see below)	
Musical Director/Producer (New 2013-14)	\$2,000	\$2,060	\$2,122
Musical Pit Band Director (New 2013-14)	\$400	\$412	\$424
Musical Stage Manager (New 2013-14)	\$1,652	\$1,702	\$1,753
Musical Vocal Director (New 2013-14)	\$1,000	\$1,030	\$1,061
Newspaper:			
Student Newspaper Elem	\$955	\$984	\$1,014
Student Newspaper MS	\$955	\$984	\$1,014
Student Newspaper HS	\$955	\$984	\$1,014
Play Advisor:			
Play Advisor 9th	\$955	\$984	\$1,014
Play Advisor 10th	\$955	\$984	\$1,014
Play Advisor 9th & 10th (New 2013-14)	\$955	\$984	\$1,014
Play Advisor 11th	\$955	\$984	\$1,014
Play Advisor 12th	\$955	\$984	\$1,014
Play Advisor 11th & 12th (New 2013-14)	\$955	\$984	\$1,014
Play Coordinator	\$308	\$317	\$327
Robotics:			
Robotics, Team Leader Personnel	\$414	\$426	\$439
Robotics, Team Leader Technical/ Mngt	\$414	\$426	\$439
Robotics, Robot Design & Build	\$913	\$940	\$968
Student Council:			
Student Council Advisor, Elem	\$679	\$699	\$720
Student Council Advisor, MS	\$1,135	\$1,169	\$1,204
Student Council Advisor, MS	\$1,135	\$1,169	\$1,204
Student Council Advisor, HS	\$1,135	\$1,169	\$1,204
Student Council Advisor, HS (New 2013-14)	\$1,135	\$1,169	\$1,204

**EXTRA-CURRICULAR****APPENDIX C****Page 2**

<b>Yearbook:</b>	<b><u>2011-14</u></b>	<b><u>2014-15</u></b>	<b><u>2015-16</u></b>
School Yearbook Manager	\$913	\$940	\$968
School Yearbook Advisor	\$3,024	\$3,114	\$3,207
Video Yearbook Advisor HS	\$679	\$699	\$720
Video Yearbook Advisor MS	\$913	\$940	\$968
<b>Clubs:</b>			
AFS Advisor	\$626	\$645	\$664
Art Club	\$626	\$645	\$664
Computer Tech Club	\$626	\$645	\$664
Envirothon	\$626	\$645	\$664
Family Consumer Science	\$626	\$645	\$664
International Club, MS	\$626	\$645	\$664
SADD Advisor	\$626	\$645	\$664
SAFE Advisor	\$626	\$645	\$664
Science Olympiad HS	\$626	\$645	\$664
Science Olympiad MS	\$626	\$645	\$664
Ski Club	\$626	\$645	\$664



**THOUSAND ISLANDS CENTRAL SCHOOL  
COACHING DIFFERENTIAL SCHEDULE**

**APPENDIX D**

	2011-14		2014-15		2015-16	
	<u>1-3</u>	<u>4+</u>	<u>1-3</u>	<u>4+</u>	<u>1-3</u>	<u>4+</u>
Baseball, Mod	\$1,645	\$1,782	\$1,694	\$1,836	\$1,745	\$1,891
Baseball, JV	\$2,260	\$2,450	\$2,328	\$2,524	\$2,398	\$2,600
Baseball, Var	\$3,479	\$3,787	\$3,583	\$3,901	\$3,690	\$4,018
Basketball, Assist	\$1,591	\$1,846	\$1,639	\$1,901	\$1,688	\$1,958
Basketball, Mod	\$1,591	\$1,846	\$1,639	\$1,901	\$1,688	\$1,958
Basketball, JV	\$2,928	\$3,161	\$3,016	\$3,256	\$3,107	\$3,354
Basketball, Var	\$4,191	\$4,540	\$4,317	\$4,676	\$4,447	\$4,816
Cheerleading, JV	\$1,591	\$1,846	\$1,639	\$1,901	\$1,688	\$1,958
Cheerleading, Fall	\$1,942	\$2,112	\$2,338	\$2,546	\$2,408	\$2,622
Cheerleading, Winter	\$2,270	\$2,472	\$1,836	\$1,989	\$1,891	\$1,955
Diving Coach	\$1,782	\$1,931	\$1,814	\$2,098	\$1,868	\$2,161
Football, Assist Mod	\$1,761	\$2,037	\$2,285	\$2,775	\$2,354	\$2,858
Football, Mod	\$2,218	\$2,694	\$2,983	\$3,224	\$3,070	\$3,321
Football, Assist Var	\$2,896	\$3,130	\$2,983	\$3,224	\$3,070	\$3,321
Football, Var	\$4,530	\$4,902	\$4,666	\$5,049	\$4,806	\$5,201
Golf	\$2,069	\$2,694	\$2,131	\$2,775	\$2,195	\$2,858
Golf, Mod	\$1,231	\$1,347	\$1,268	\$1,387	\$1,306	\$1,429
Hockey, Assist	\$2,928	\$3,161	\$3,016	\$3,256	\$3,107	\$3,354
Hockey, Var	\$4,191	\$4,540	\$4,317	\$4,676	\$4,447	\$4,816
Soccer, Mod	\$1,782	\$1,931	\$1,836	\$1,989	\$1,891	\$2,049
Soccer, JV	\$2,525	\$2,737	\$2,601	\$2,819	\$2,679	\$2,904
Soccer, Var	\$3,629	\$3,925	\$3,738	\$4,043	\$3,850	\$4,164
Softball, Mod	\$1,645	\$1,782	\$1,694	\$1,836	\$1,745	\$1,891
Softball, JV	\$2,260	\$2,430	\$2,328	\$2,503	\$2,398	\$2,578
Softball, Var	\$3,479	\$3,787	\$3,583	\$3,901	\$3,691	\$4,018
Swim, Mod	\$1,782	\$1,931	\$1,836	\$1,989	\$1,891	\$2,049
Swim, Var	\$3,629	\$3,925	\$3,738	\$4,043	\$3,850	\$4,164
Volleyball, Mod	\$1,899	\$2,080	\$1,956	\$2,142	\$2,015	\$2,206
Volleyball, JV	\$3,045	\$3,278	\$3,136	\$3,376	\$3,230	\$3,477
Volleyball, Var	\$3,989	\$4,307	\$4,109	\$4,436	\$4,232	\$4,559

**APPENDIX E**

**THOUSAND ISLANDS EDUCATIONAL UNIT MEMBERS ASSOCIATION**

**GRIEVANCE FORM**

Date filed: \_\_\_\_\_

Building assignment and Supervisor: \_\_\_\_\_

Name of grievant: \_\_\_\_\_

Nature of grievance: (include date when grievance occurred)

Contract clause(s) allegedly violated:

Remedy sought:

Grievant signature: \_\_\_\_\_

